

Migratory Bird Management

Migratory Bird Management		2002 Actual	2003 Estimate	Uncontrollable & Related Changes (+/-)	Program Changes (+/-)	2004 Budget Request	Change From 2003 (+/-)
Conservation & Monitoring	\$(000) FTE	20,708 151	19,969 151	+133 -	-265 -	19,837 151	-132 -
Permits	\$(000) FTE	909 17	924 17	+10 -	-5 -	929 17	+5 -
North American Waterfowl Mgmt Plan	\$(000) FTE	6,999 29	7,417 31	+24 -	+2,914 +2	10,355 33	+2,938 +2
CAM (See General Operations Expenses)		[485]	[TBD]	-	-	[TBD]	-
Total, Migratory Bird Management	\$(000) FTE	28,616 197	28,310 199	+167 -	+2,644 +2	31,121 201	+2,811 +2

2004 Program Overview

The Service has not yet developed performance measures for this program. Measures will be developed as part of the Service's operational plan. The Service is in the process of developing a new operational performance plan that directly aligns all program activities and objectives with the Secretary's four strategic plan mission components - Resource Protection, Resource Use, Recreation, and Serving Communities. The operational plan will contain new long-term and annual performance goals and measures to guide the delivery of Service program implementation, management reform, and budget formulation. The alignment and integration of program performance with budget formulation will provide the context for transparent accountability and the foundation for continual improvement. The Service anticipates completion of a new operational plan by September of 2003.

The Migratory Bird Management program supports (1) DOI draft Resource Protection - Biological Communities Strategy 2, targeted at sustaining biological communities on DOI managed and influenced lands and waters; (2) DOI draft Resource Protection - Biological Communities Strategy 3, targeted at increasing information and knowledge necessary for decision making; (3) DOI draft Resource Protection - Cultural and Heritage Resources Strategy 1, targeted at increasing the knowledge base of cultural and heritage resources managed by DOI; and, (4) DOI draft Recreation - Goal 2 Strategy 1, targeted at increasing the quality of recreational activities involving DOI-managed resources and Strategy 2, provide effective interpretation and education programs.

Migratory birds constitute one of North America's most highly valued natural resources and require regional, national, and international coordination and communication is essential for their conservation. The mission of the Migratory Bird Management Program is to conserve and manage migratory birds and their habitats, in partnerships with others, to fulfill U.S. treaty obligations and trust responsibilities. The responsibility for conserving, protecting, and enhancing the populations and habitats of the nation's migratory birds rests with the Service, the lead federal agency for migratory bird conservation. The Service meets its responsibility through a variety of programs, including on-the-ground initiatives and partnerships. The Migratory Bird Management Program's greatest challenge is to continuously increase

knowledge of bird population status and trends so that population and habitat management activities are focused properly. In general, the aim is to remove or reduce harmful threats to birds, and to identify and develop appropriate management that will result in healthy and sustainable population levels.

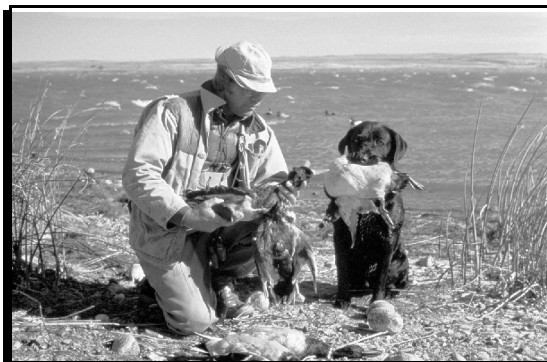
The Service, by treaty and law, is mandated to ensure the wise use and management of more than 800 species of migratory birds for the continued enjoyment of the American public. Birds enrich the lives of Americans in innumerable ways and their loss would immeasurably diminish the quality of life for a large segment of the public.

Nearly 79 million adult residents of the United States (37 percent of the adult population) participate in wildlife-related activities, and 88 percent of them pursue activities that focus specifically on migratory birds, such as bird-feeding, hunting, photography, and viewing. Each year, these Americans contribute more than \$58 billion to the U.S. economy through expenses directly related to wildlife-related activities, and they expect recreational opportunities and first-hand experiences with migratory birds in their natural habitats will continue to be available to their children, grandchildren, and great-grandchildren.

A quadrupling of the U.S. population since 1900 has placed tremendous pressures on the habitats and ecosystems upon which migratory birds depend for their survival. As a result, there have been dramatic changes in the landscape mosaic (e.g., 50 percent of wetland habitats drained or altered, 90 percent of the tallgrass prairie converted to agriculture, and 96 percent of original eastern forests logged). Constant changes in the quality, quantity, and distribution of habitats used by migratory birds present major challenges to Federal and State agencies responsible for their management. Largely because of these habitat-related threats, nearly 25 percent of the Nation's migratory bird species are now considered to be at risk of suffering further declines and thus in need of additional conservation measures. Whatever actions are necessary to keep these species common need to begin now to ensure this treasured resource remains an integral part of the everyday lives of the American people.



The Division of Migratory Bird Management, Division of Bird Habitat Conservation, Regional Migratory Bird programs, Joint Ventures, and the Migratory Bird Hunting and Conservation Stamp Office comprise the Service's Migratory Bird Conservation Program. These units work cooperatively to prevent new species from joining those already on the Endangered Species List. Efforts include:



- conduct population surveys, monitoring, and assessment activities for both game and non-game species;
- manage migratory bird permits and hunting regulations;
- participate in international treaty negotiations related to migratory birds;
- manage overabundant populations and restore habitat where populations are declining;
- develop outreach and education materials and

follow through with related activities;

- manage grants that implement on-the-ground activities to conserve migratory bird and other wildlife habitats;
- support regional-scale biological planning, project implementation, and evaluation to achieve migratory bird objectives; and
- coordinate efforts to reduce bird mortalities resulting from collisions with communication towers and power-lines, fisheries by-catch, pesticides, and other human-related causes.

The Migratory Bird Management Program serves as a focal point for policy development and strategic planning, promoting bird conservation through the implementation of comprehensive migratory bird management plans. The North American Waterfowl Management Plan, Partners in Flight Landbird Conservation Plans, the U.S. Shorebird Conservation Plan, the North American Waterbird Conservation Plan, and some of the migratory game bird management plans developed by the Flyway Councils are critical to the Migratory Bird Management Program. These plans have been developed by coalitions of Federal and State agencies, tribal entities, foreign governments, non-governmental organizations, industry, academia, and private individuals who are interested in the conservation of birds. The recently established North American Bird Conservation Initiative (NABCI) provides an opportunity to integrate these bird plans through regionally-based, biologically-driven, landscape-oriented partnerships that deliver the full spectrum of bird conservation.

Conservation and Monitoring

2004 Program Overview

Accurate population information is critical to identifying and prioritizing management actions and providing the scientific basis for the Migratory Bird Management Program. Regular monitoring and assessment of status and trends of migratory bird populations are necessary to identify and implement appropriate management actions. In addition to monitoring, the acquisition and analysis of new or existing scientific information may be necessary to provide the basis for addressing and resolving priority migratory bird management issues. Research needed to address problems or concerns or to determine effective, cost-efficient conservation strategies. The Service is largely dependent upon partners, such as the U.S. Geological Survey, to address research needs.

Aerial surveys are the backbone of assessment procedures the Service uses to determine the status and trends of ducks, geese, and swans. Surveys are conducted on principal breeding grounds and important migrational and wintering areas, covering large portions of Canada, Mexico, and the United States. They are accomplished by using sampling techniques that have been proven and refined over several decades. The information gathered is critical to identifying and prioritizing management actions and developing annual hunting regulations. Scientific conservation and monitoring



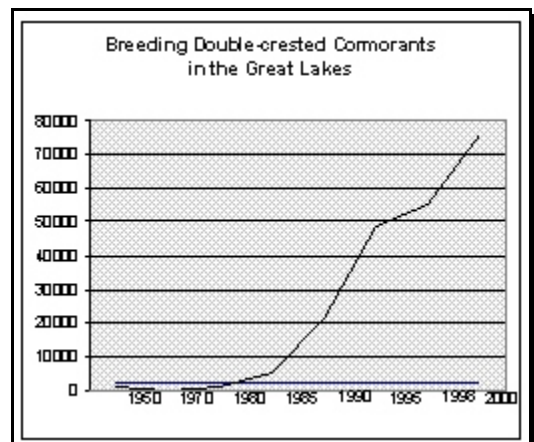
programs are established and comprehensive migratory bird management actions are based on analysis of these data. Annual surveys count more than 90 million ducks representing 15 species and 4 to 6 million geese and swans. Though pilot-biologists fly surveys year round, the months of May, July, December, and January constitute an incredibly high level of workload. The Service's pilot-biologists fly more than 80,000 miles of tree-top level transect surveys, logging 1,600 hours of flight time, covering more than 204,000 flight miles of habitat. The distance flown on these surveys is virtually equivalent to the distance from the earth to the moon. This work is tedious, inherently risky, and complicated by bad weather and aging equipment.

Almost 24 percent of the world's shorebird species occur in the U. S. and Canada; they can be found in every state and province. There are 74 distinct shorebird subspecies identified in North America, more than one-third (36 percent) have populations that number less than 25,000 individuals. Seven populations of shorebirds are listed, or have been considered for listing, as threatened or endangered in the U. S. and one species is likely extinct. Of 51 shorebird species that breed in North America, 40 species (78 percent) spend their winter in Latin American and Caribbean countries, others travel to wintering grounds in eastern Asia, Australia, Polynesia, and northern Europe. Because preliminary information indicates the majority of shorebirds found in North America are declining, the Service and its partners initiated the Program for Regional and International Shorebird Monitoring (PRISM), in 2001, to develop scientific procedures to estimate population sizes and track changes. The Shorebird Sister Schools Program, initiated by the Service in 1993, is designed to deliver education about the conservation of shorebirds and their wetland, shoreline, and grassland habitats nationwide. The program annually engages more than 50 partners throughout Western Hemisphere and Asian flyways to deliver information.

The Service is an important partner in the Waterbird Conservation for the Americas initiative. In 2002, the initiative produced the North American Waterbird Conservation Plan, a framework for conservation action for a wide range of bird families, including loons, pelicans, herons, cormorants, puffins, and petrels. Many species of these aquatic birds face significant risks to their populations, habitats, and critical areas. Colonial-nesting waterbirds are particularly vulnerable because they congregate for breeding; this behavior has also made it difficult to assess populations and trends. Prior to the North American Waterbird Conservation Plan, there was no comprehensive, collaborative effort to conserve these birds; the Plan is based on the successes of the North American Waterfowl Management Plan, Partners in Flight, and the U.S. Shorebird Conservation Plan.

The contemporary phenomenon of managing migratory bird species that are expanding beyond their historic ranges and numbers due to changes in their habitat, improved environmental quality, or other unknown reasons presents a challenge for biologists. Overabundant species require significant management actions to bring populations down to healthy levels. Snow geese, resident Canada geese, cowbirds, and cormorant populations, among the most common species of birds, are increasing at dramatic rates while simultaneously raising numerous public concerns. Crop depredation by Canada geese in the Pacific Northwest or impacts on aquaculture by double-crested cormorants in the Southeast create economic issues. For example, midwinter counts of Canada geese in the mid-Atlantic and New England regions increased from an average of approximately 29,000 birds during 1966-1970 to nearly 350,000 during 1996-1999, largely due to the growth of resident populations. Management of this diverse and widely distributed resource is increasingly complex. Insufficient information on the status, distribution, and other elemental factors influencing the dynamics of these populations has compromised our ability to resolve critical management issues.

- The Service has developed a Canada Goose EIS that examines and analyzes various strategies for managing and expanding resident Canada goose populations. Begun in FY1999, the EIS will be finalized in 2003. The completion time line was moved forward from the Fall of 2002 because more than 3,500 comments were received on the draft EIS; each one will be carefully considered, addressed, and incorporated into the final EIS. Additionally, these comments will be used to help prepare a proposed rule implementing the preferred management approach. The EIS process has been conducted in full cooperation with USDA's Animal and Plant Health Inspection Service, the Flyway Councils, and the International Association of Fish and Wildlife Agencies.
- Feeding activity of mid-continent light geese (lesser snow and Ross's geese) in portions of the Hudson Bay region of North America destroys vast expanses of fragile arctic and sub-arctic tundra and presents a serious risk to the survival of goose populations and local populations of other migratory birds that depend on the same habitat. As the number of geese increases, food resources and nesting cover on the breeding grounds are depleted, and the potential for a major outbreak of avian cholera or other disease increases. In response, the Service liberalized hunting seasons and issued new regulations, including a Conservation Order in 1999, that allows taking of these geese outside the traditional hunting period allowed by the Migratory Bird Treaty Act. The management goal is a 50 percent reduction in numbers of mid-continent light geese.
- The graph on the right demonstrates the



population growth of double-crested cormorants over a 30-year period from slightly more than 50,000 to almost 400,000. Further population research will be needed to support population-level management if localized damage control efforts fail to resolve resource conflicts.

Wildlife managers agree that knowledge of the rate at which leg bands are reported is critical to informed management decisions. Harvest distribution continues to be a sensitive and divisive issue among flyways, especially among states in the Mississippi and Central flyways where harvest restrictions have come under considerable criticism over the past several years. However, the lack of adequate harvest information will continue to require the setting of more conservative annual harvest limits and add uncertainty to future management actions relative to take differences and harvest opportunity among the Flyways. Because the reporting of recovered leg bands is known to differ geographically, reward-banding will be conducted at a sufficient number of banding sites to ensure complete geographic coverage of all mallard harvest areas in Canada and the U.S.

The Service has a significant role in heightening public awareness of the importance of migratory birds. In partnership with the National Fish and Wildlife Foundation, the Service coordinates International Migratory Bird Day, a day of recognition celebrated annually on the second Saturday in May. Festivals, bird walks, seminars, and other activities provide people with an increased awareness of the significance of migratory birds. More than 500 public events and countless private events have assisted in educating hundreds of thousands of people, including students, educators, and political leaders. IMBD is an unique opportunity to educate the American public on the necessity of maintaining natural habitats and reducing threats to birds.



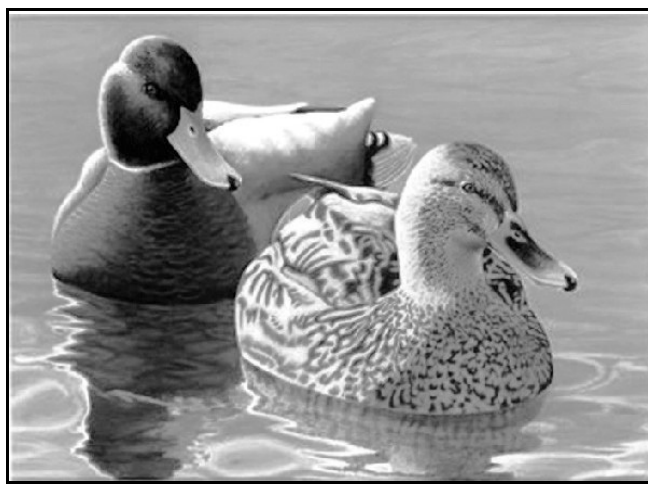
The Urban Conservation Treaty for Migratory Birds is one of the Service's newest national outreach and conservation programs designed to help municipal governments conserve migratory birds that nest or pass through their cities. Launched in 1999, this program combines grant and matching funds (\$1 federal:\$16 non-federal) from select cities to implement education and habitat improvement strategies through on-the-ground conservation via private and public stewardship. Currently, the cities of New Orleans, Chicago, Philadelphia, Houston and Portland represent 98 partners. Four additional cities applied for funding in 2003-2004 and even more expressed intention to apply in 2004-2005. Project examples include:

- Establish 20 acoustical monitoring sites at schools and colleges to record migratory bird calls at night and count populations;
- Convert 5 acres of turf into shortgrass prairie habitat along the international migratory flyway of Lake Michigan;
- Establish a building-owner incentive program to reduce bird strikes during migration by turning off non-essential, ornamental lighting in Chicago's skyscrapers; and
- Plant 400 native trees and shrubs and create a local planting guide to enhance bird habitat.



The painting on the left is the 70th Migratory Bird Hunting and Conservation Stamp (Duck Stamp) issued by the Service. This painting depicts a pair of greater snow geese with the Chincoteague National Wildlife refuge in the background. Since 1934, the Duck Stamp Office has raised more than \$650 million for the Migratory Bird Conservation Commission (MBCC) to conserve more than 5 million acres of prime bird habitat on the National Wildlife Refuge System. In fiscal year 2002, sale of Duck Stamps totaled approximately \$25 million, about 50 percent of the total annual revenue of the MBCC.

The Junior Duck Stamp program began in 1989 and since then has grown through extensive volunteer efforts to include all fifty states. In 2002, more than 300,000 youths participated in some portion of the program, either through the art competition or conservation course work. A high school student from Whitefish, Montana, painted the image on the right of a pair of mallards. It was chosen as the 2002 Junior Duck Stamp and yielded total sales of more than \$120,000. His money was re-invested in the program, providing scholarship awards and producing a special Refuge Centennial Junior Duck curriculum guide.



2002 Program Performance Accomplishments

Resource Protection: Sustained Biological Communities on DOI Managed and Influenced Lands and Waters in a Manner Consistent with Obligations Regarding the Allocation and use of Water	2002 Planned	2002 Actual	Change	Reason for Change/ Comment
# of migratory birds of management concern with improved status	5	5	None	Goal was met.
# of baseline monitoring programs initiated for migratory bird populations of management concern	4	4	None	Goal was met.

The Service's efforts in 2002 in support of the migratory bird management program are related directly to DOI's Resource Protection Strategic Goal, targeted at sustaining biological communities. In fiscal year 2002, \$20.708 million was appropriated and used to help achieve this goal. The following examples provide that the population status for 5 migratory bird populations of management concern was improved.

- **American peregrine falcon**, western U.S. and Alaska. Current Status: Formerly endangered,

delisted in 1999. Population at delisting time was 1,091 nesting pairs. Population data for 2001 indicates an increased population of 1,417 pairs. The Service worked with the states to monitor the nationwide peregrine population and productivity. Continuing protection of nest sites and restrictions on take of peregrines from the wild remain in place. Data indicate that the population continues to grow in the contiguous U.S. and is stable in Alaska. The population in the western U.S., in particular, is at least 10 percent above the level at delisting in 1999.

- **Black Tern**, Plains/Mountains of the U.S. Current Status: Increasing at an annual rate of 14.5 percent over the past 10 years (1992-2000) compared to an annual decline of 7.9 percent over the preceding 25 years (1966-1990). This species has probably been a beneficiary of the wetland projects (enhancement, protection, restoration) in prairie habitat under the auspices of the North American Wetlands Conservation Act.
- **Prairie Warbler**, southeastern U.S. Current Status: Population is stable or slowly increasing over the past 10 years (average annual increase of 0.4 percent, 1992-2000) compared to an average annual decline of 3.6 percent over the preceding 25 years (1966-1990). This species has probably benefitted indirectly from a variety of habitat management projects implemented as a result of the physiographic area conservation plans developed within the context of the Partners in Flight initiative.
- **Northern Flicker**, northeastern U.S. Current Status: Population is stable or slowly increasing over the past 10 years (average annual increase of 0.8 percent, 1992-2000) compared to an average annual decline of 5.6 percent over the preceding 25 years (1966-1990). This species may be responding to increases in the number of home owners who intentionally landscape their properties in ways that benefit birds, as well as decreased application of lawn chemicals. Both of these practices being encouraged by the Service and cooperating State wildlife agencies.
- **Aleutian Canada Geese**, California and Oregon. Current Status: 36,834, up 23 percent from last year. Activities the Service has implemented to assist in increasing populations of Aleutian Canada Geese include continued efforts to restore, enhance and manage more than 200,000 acres of critical wintering and migration habitat in central and northern California, Oregon, and Washington. In addition, collaborative programs have been established with private landowners to coordinate farming activities on both private and public lands that provide forage for the geese and in turn minimize local crop depredation. Finally, cooperative efforts by the Service and state, private, and non-governmental partners provide important information each year on the status of wintering populations of Aleutian Canada Geese.

Baseline information on the status and trend of migratory bird populations that are of management concern is a critical element of any successful resource management activity. These data are key indicators of the Service's performance in sustaining biological communities and promoting resource protection. Progress in developing and initiating new monitoring programs for migratory birds is reflected in the following species:

- **American Oystercatcher**. The project "Population Status of the American Oystercatcher," along the Atlantic Coast, was initiated in August 2002 to more accurately determine the population size of the American Oystercatcher, a species of concern in the U.S. Shorebird Conservation Plan. Field surveys began in August 2002 and will continue in 2003. Aerial surveys and photography, and ground counts are the techniques being used to provide the best population estimate for oystercatchers.
- **Red Knot**. A Shorebird Technical Committee, organized by the Service, has been formed to assemble information on the population status of Red Knots in Delaware and their reliance on horseshoe crab eggs as a food resource. The committee reviewed published and unpublished information to draft a set of recommendations, with additional peer-review, for management consideration by the Horseshoe Crab Management Board of the Atlantic States Marine Fisheries

Commission. The report is currently being prepared and its completion will provide a comprehensive review of the status of Red Knots in the West Atlantic Flyway.

- **Band-tailed Pigeons (Interior Population).** This project developed and evaluated survey methods and techniques to obtain population indices for the purpose of determining population status and trends of the Band-tailed Pigeon in Arizona. Methods and techniques developed are being applied to pigeon population surveys in Colorado, New Mexico, and Utah. The surveys included tracking radio-marked pigeons. However, this part of the process has been delayed until late 2003 due to wildfires in 2002. Biologists have not been able to access areas to monitor radio-marked birds.
- **Band-tailed Pigeons (Pacific Coast Population).** Project participants are conducting searches to identify additional mineral sites in California for use in a range-wide population index for Pacific Coast Band-tailed Pigeons. This project will continue into 2003.

2003 Performance Goal Estimates

Resource Protection: Sustained Biological Communities on DOI Managed and Influenced Lands and Waters in a Manner Consistent with Obligations Regarding the Allocation and use of Water	2002 Planned	2003 Plan (as of 12/02)	Change	Change (FY 2003 Plan - FY 2003 President's Budget)
# of migratory bird populations of management concern with improved status	5	5	None	No change
# of baseline monitoring programs initiated for migratory bird populations of management concern	4	4	None	No Change

Resource protection and sustained biological communities on DOI managed and influenced lands and waters will be at the core of the Service's management activities for migratory birds in 2003. With the requested funding level of \$19,969,000, the Service anticipates significant accomplishments in migratory bird management will be achieved in 2003. The following are examples of activities/projects that will be implemented by the Division of Migratory Bird Management.

- The Service, the Canadian Wildlife Service, the Flyway Councils, the U.S. Geological Survey, and state and provincial wildlife management agencies will work cooperatively to estimate band-reporting rates for selected waterfowl species. This will provide essential information on rates of harvest for key waterfowl species.
- Continue to focus North American goose management on the breeding grounds to refine understanding of population delineation, distribution, and abundance for key goose species and subspecies.
- Prepare a draft environmental assessment on take of migrant northern, mostly arctic (*tundrius*), peregrine falcons that hatch in Greenland, northern Canada, and Alaska. Consideration will be given to take of first-year migrant birds. Completion is planned for late summer to early fall.
- Expand the Urban Conservation Treaty for Migratory Birds outreach initiative by allowing a number of cities to submit proposals for consideration. The long-term goal is to include cities linked by migratory bird flyways and internationally to participate in this conservation program.
- Promote and expand programs to increase awareness of the value of waterfowl and wetland habitats for migratory birds and their recreational use (e.g., Junior Duck Stamp Program).

Justification of Program Changes

Program/Element		2004 Budget Request	Program Changes (+/-)
Conservation and Monitoring	\$(000) FTE	\$19,837 151	-265 -

The FY 2004 budget request for Conservation and Monitoring is \$19,837,000 and 139 FTEs, a net decrease of \$265,000 from the 2003 President's budget request level. However, at the base funding level available for 2004, the Service will still be able to implement the following activities for migratory birds in support of the DOI Resource Protection Strategic Goal for sustaining biological communities.

- Manage bird populations to self-sustaining levels for specific species. These efforts will maintain the Service's focus on birds of management concern and on birds that are considered as common, while addressing the issue of overabundant migratory bird species and their impacts on the environment.
- Implement cooperative management activities on an additional problem population; thereby, helping to reduce conflicts directly related to its overabundance status.
- Maintain work on the development of reliable population models for use in the Service's ongoing efforts to manage migratory game bird harvests adaptively (AHM).
- Continue efforts to support numerous bird conservation plans, permit issuance for migratory bird take, and the successful completion of the Service's core survey program for migratory birds.
- Promulgate sport hunting and falconry regulations as scheduled, thus continuing to provide important recreational opportunities for the public, thereby also supporting the DOI Recreation goal of Ensuring a Quality Experience and Enjoyment of Natural and Cultural Resources on DOI Managed or Partnered Land or Waters.
- Continue understanding of the status and trend of important migratory bird populations, such as waterbirds, shorebirds, or land birds, through the design and implementation of another pilot survey.

Travel Reduction (-\$122,000)

The request includes a \$122,000 reduction for travel expenses to be accomplished by curtailing unnecessary travel and relocation costs, as well as increased teleconferencing and use of central meeting locations.

The Service employs approximately 8,000 permanent full time staff at approximately 700 field stations supported by seven regional offices and the Washington D.C. headquarters office. Many of the staff transfer from one field location to another or accept assignments at the Washington or regional offices to expand their professional experience or increase the level of responsibility in the organization. Service employees frequently travel to meetings such as professional association national, state, or local chapter quarterly and annual meetings. The Service recognizes that there is significant benefit to be obtained by having employees work at different locations and at increasing levels of responsibility. The proposed decrease will not eliminate the opportunity for relocating, but will increase the time between moves.

Direct, mission related travel and travel associated with training will not be impacted by the proposed reduction. The Service will carefully evaluate policies and procedures related to attendance at meetings and conferences and will institute policies to limit redundancy in attendance.

IT Reduction (-\$143,000)

The Department is undertaking significant information technology reforms to improve the management of IT investments, improve the security of systems and information, and realize short and long-term efficiencies and savings. The Department is taking a corporate approach that will include consolidated purchases of hardware and software, and the review of select IT functions including centralized help desks, email support, web services, centralized network management, and coordination of training. The Service estimates a savings of \$6.6 million by participating in these Departmental efforts.

In addition, the Service's request includes specific reductions of \$2 million for operational IT investments by centralizing management of geographic software, implementing desktop standards, and consolidating Service messaging platforms. The Migratory Bird Management program's Conservation and Monitoring share of this reduction of \$143,000 reflects the anticipated savings from these cost cutting measures and reforms.

Permits and Regulations

2004 Program Overview

Migratory birds are of great ecological and economic value and are an important international resource. Recognizing their importance, the United States has been an active participant in the internationally coordinated management and conservation of migratory birds. This program supports DOI draft Resource Protection Strategic Goal 2, targeted at sustaining biological communities on DOI managed and influenced lands and waters.

Under the authorities of the *Migratory Bird Treaty Act* (16 U.S.C. 703-712) (MBTA) and the *Bald and Golden Eagle Protection Act* (16 U.S.C. 668) (BGEPA), the Service is responsible for regulating activities associated with migratory birds. The BGEPA provides additional protections to the nation's eagles. The MBTA and the BGEPA are the primary legislation in the United States established to conserve migratory birds and prohibits the taking, killing, or possessing of migratory birds unless permitted by suitable regulations adopted by the Secretary of the Interior.

The regulation of take is a primary and traditional Service activity that integrates data-gathering activities designed to evaluate the status of migratory bird populations. For example, various regulatory options for game-bird species are considered each year during the well-defined cycle of procedures and events that result in the body of rules governing annual sport and subsistence harvest. The take of migratory birds for purposes other than hunting is administered through a permitting system (50 CFR parts 21, 22).



The mission of the Migratory Bird Permit Program is to promote the long-term conservation of migratory bird populations while providing opportunities for the public to study, use, and enjoy migratory birds consistent with the provisions of the MBTA and the BGEPA. Existing regulations authorizing take and possession of migratory birds focus on a limited number of allowable activities. Permits are available for scientific study, depredation control, falconry, raptor propagation, rehabilitation, education, taxidermy, waterfowl sale, religious use (eagles), and other purposes. Currently, approximately 37,000 permits are active and can be issued by the seven Regional Migratory Bird Permit Offices. Policy and regulations are developed by the Division of Migratory Bird Management in the Washington Office. Sound science is a fundamental component of migratory bird permit policies and permit decisions. Computer technologies such as the Service's Permit Issuance and Tracking System provide a tool for issuing permits and help monitor cumulative impacts to migratory bird populations.

Activities permitted under the current regulations involve intentional take of birds, such as collecting of birds for scientific study. Existing permit regulations do not expressly address incidental take, such as take that may occur incidental to forest management, and construction and operation of communication

towers. As a result of recent court rulings, the Service is now faced with a need to expand program capabilities to authorize the take of migratory birds incidental to otherwise lawful Federal activities. Initial regulations addressing incidental take will be developed pursuant to the 2002 Defense Authorization Bill. Regulations authorizing take incidental to other federal agency activities are also under development.

2002 Program Performance Accomplishments

In 2002, funding supported the Service's efforts to improve the status of migratory bird populations, thereby supporting DOI's Resource Protection Strategic Goal and its focus on sustaining biological communities. These efforts were reflected in the Division of Migratory Bird Management's program performance accomplishments for 2002.

In 2002, the Migratory Bird Management Program completed a comprehensive workload study of the permit program (Division of Migratory Bird Management Workload Study-Migratory Bird Permit Program, August 2002). An operational audit was conducted by measuring the work associated with administering permits at each Regional work center. The Workload Study included recommendations for improvements in the administration and customer service of the program. Among the recommendations were standardization of position descriptions and grade structures for permit staff nationwide; streamlining permit processes and procedures to improve efficiencies; and improving permit administration through consistent implementation of policy.

2003 Performance Goal Estimates

In addition to proceeding with required rules and regulations, the Service will use the Migratory Bird Permit Workload Study as a platform for addressing improvements in organization, policies, and procedures. These activities cover a broad spectrum of take issues for migratory birds and consequently, are aligned with DOI's Strategic Goal of Resource Protection. The following recommendations for implementation in 2003 will also serve as useful indicators of the Service's performance in sustaining biological communities:

- Propose regulations to exempt the Armed Forces from incidental take of migratory birds during authorized military readiness activities;
- Finalize regulations to establish specific permit category for rehabilitating sick and injured migratory birds (proposed on December 6, 2001; 66 FR 63349);
- Propose regulations to adjust permit processing fees;
- Draft regulations revising requirements for falconry permits;
- Develop a nationally consistent organizational structure to facilitate conformity in permit administration;
- Establish a permit policy memorandum series to advance consistent permit administration by communicating new and amended policies and procedures and clarifying existing policy, regulations, or matters of science. Issue at least two national policies;
- Implement process improvements, including realigning permit expiration and reporting requirements to enable permittees to submit renewal requests and reports together, and staggering permit expirations to better distribute workload throughout the year; and
- Enhance customer service by launching an integrated permits website to improve public access to applications and permit information.

Justification of Program Changes

Program/Element		2004 Budget Request	Program Changes (+/-)
Permits	\$(000)	929	-5
	FTE	17	-

The FY 2004 budget request for Permits is \$929,000 and 17 FTEs, a net program decrease of \$5,000 from the 2003 President's budget request level. Other resources available for accomplishing the major performance goals supported by these appropriated funds include permit fee receipts of approximately \$175,000 collected annually. These fees are collected on an unpredictable schedule throughout the year and, for workload planning purposes, are typically carried over for obligation in the following year.

Travel Reduction (-\$3,000)

The request includes a \$3,000 reduction for travel expenses to be accomplished by curtailing unnecessary travel and relocation costs, as well as increased teleconferencing and use of central meeting locations.

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IT Reduction (-\$2,000)

The Department is undertaking significant information technology reforms to improve the management of IT investments, improve the security of systems and information, and realize short and long-term efficiencies and savings. The Department is taking a corporate approach that will include consolidated purchases of hardware and software, and the review of select IT functions including centralized help desks, email support, web services, centralized network management, and coordination of training. The Service estimates a savings of \$6.6 million by participating in these Departmental efforts.

In addition, the Service's request includes specific reductions of \$2 million for operational IT investments by centralizing management of geographic software, implementing desktop standards, and consolidating Service messaging platforms. The Migratory Bird Permits Program share of this reduction of \$2,000 reflects the anticipated savings from these cost cutting measures and reforms.

North American Waterfowl Management Plan/Joint Ventures

2004 Program Overview

Joint Ventures (JVs) were formed to implement the North American Waterfowl Management Plan (NAWMP). They are self-directed partnerships involving federal, state, and local governments, corporations, and a wide range of non-governmental conservation organizations that have proven to be successful tools for developing cooperative conservation efforts to protect waterfowl and other bird habitat. The Service provides base operations support for 15 JVs to address multiple local, regional, and continental goals for sustaining migratory bird populations by developing scientifically-based habitat projects that benefit waterfowl and other declining wildlife populations. Since 1986, JV partners have expended more than \$1.5 billion on habitat conservation projects, leveraging funds from multiple private, state and federal sources to protect, restore, or enhance on more than 6 million acres of U.S. wetlands, grasslands, forests, and riparian habitat, approaching nearly one-third of the 17 million acres of U.S. habitat objectives under the NAWMP.

The Service has not yet developed performance measures for this program. Measures will be developed as part of the Service's operational plan. The Service is in the process of developing a new operational performance plan that directly aligns all program activities and objectives with the Secretary's four strategic plan mission components - Resource Protection, Resource Use, Recreation, and Serving Communities. The Service's operational plan will contain new long-term and annual performance goals and measures to guide the delivery of Service program implementation, management reform, and budget formulation. The alignment and integration of program performance with budget formulation will provide the context for transparent accountability and the foundation for continual improvement. The Service anticipates completion of a new operational plan by fall of 2003.

Habitat Joint Ventures (12)

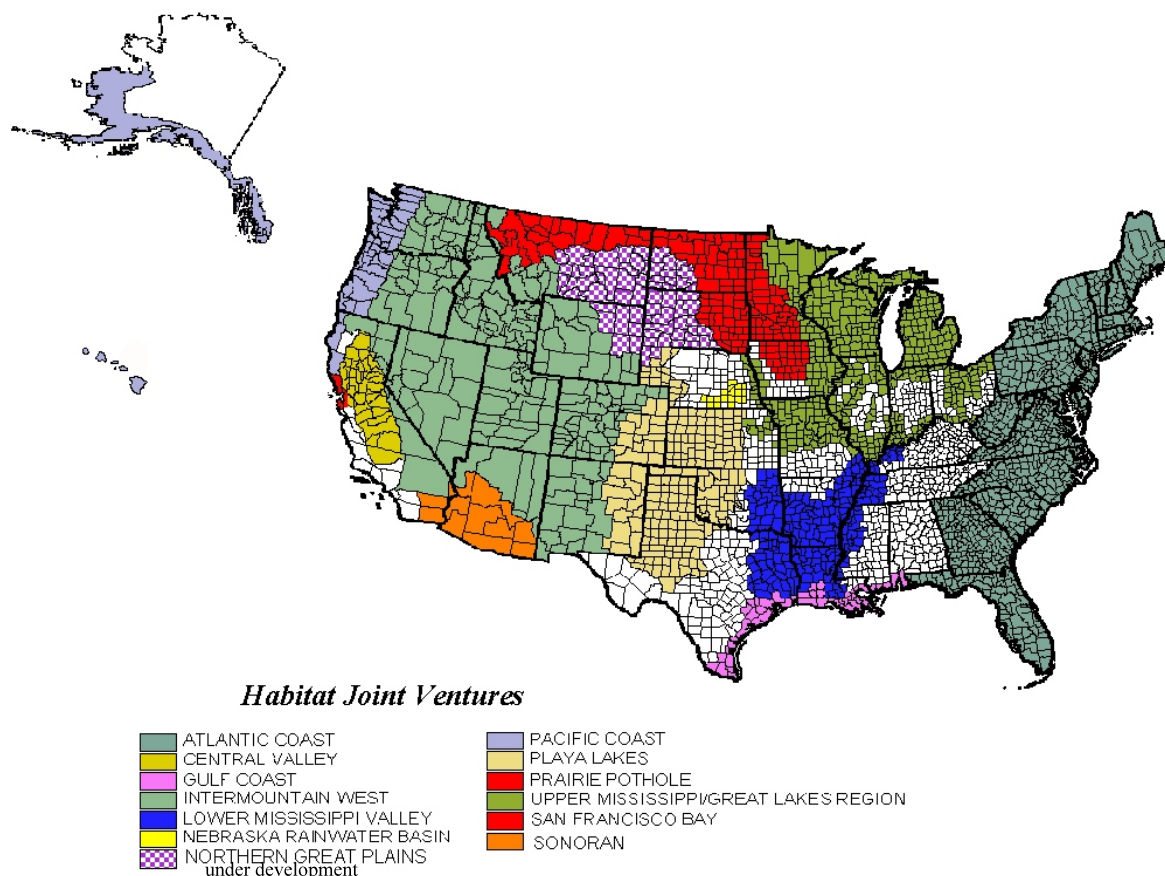
Existing Habitat JVs will continue to build capacity for meeting the habitat needs of waterfowl and other bird groups, particularly since these JVs are widely recognized as the principal mechanism for delivering habitat conservation within a dynamic partnership structure. In doing so, they will continue to strengthen their biological planning, implementation and evaluation functions while they also expand partnerships, prioritize project needs, and support effective outreach and communication.

Species Joint Ventures (3)

The Sea Duck, Arctic Goose, and Black Duck JVs promote and coordinate the gathering of scientific information vital to the management of waterfowl. Their primary objectives are to support research and surveys that yield information on population biology, provide reliable indices of population trends, and identify important habitats and threats. This information is vital to identify important limiting factors to these populations so that effective management strategies can be developed, including habitat conservation actions implemented by the Habitat JVs.

Joint Venture Administration

Administration is essential to national and international coordination of joint venture activities. Both Canada and Mexico have similar programs. Coordination with other federal programs and agencies and stakeholder organizations is also a fundamental component of the program. In addition, administrative resources are being used to refine waterfowl population and geographic objectives to support development of the 2003 Update to the North American Waterfowl Management Plan, to be signed by the Secretary of the Interior and corresponding Ministers from Canada and Mexico.



2002 Program Performance Accomplishments

In 2002, \$6.999 million was appropriated and allowed the Service to implement the following activities.

- Partners in the **Northern Great Plains Joint Venture** have helped establish a coordinator for this new JV in the Dakotas, Montana and Wyoming, a habitat area of major concern identified in the North American Waterfowl Management Plan. The Service will participate on the management board to ensure development into a science-based conservation partnership on a par with existing JVs. This new JV does not currently receive appropriated JV funding.
- As a direct result of FY 2002 funding increases, additional coordination and planning funds have made it possible for the **Pacific Coast Joint Venture** to expand its boundaries to include Alaska and the Hawaiian Islands. The coastal area from San Francisco Bay to the Yukon River is an ecological continuum sharing numerous migratory bird populations, coastal habitat types, and, consequently, similar resource problems and opportunities. In Alaska, the JV will help provide nesting habitat for Alaskan waterfowl and shorebirds, but a limiting factor for several of these species is the availability of wintering habitat on Pacific Islands. Many species, including the bristle-thighed curlew, golden plover, and wandering tattler, are dependant upon wetland habitats in the Hawaiian Islands. The JVs goal in the Islands will be to secure and restore habitat for these migrants and help remove five endemic water-dependant species from the endangered species list. During the first year in the JV, Alaskan and Hawaiian non-federal partners have contributed more than \$6 million toward several protection and restoration projects.

- Partners in the **Gulf Coast Joint Venture** have helped establish a geographic information system (GIS) analyst position to employ GIS and remote sensing technologies to elevate waterfowl and wetland conservation in three primary components, habitat assessment, conservation targeting, and marketing. Products from this work will provide a framework for landscape level conservation planning and population evaluation, as well as highlight information gaps and help refine the collection of relevant data through focused research, and enhance effective communication of the joint venture's conservation activities.

2003 Performance Goal Estimates

In 2003, requested funding of \$7.417 million will allow the following:

- The Division of Bird Habitat Conservation will continue to work with the North American Waterfowl Management Plan Committee to prepare a 2003 Update of the Plan. The 2003 document will be comprehensive, combining the core elements of the 1986 Plan and the 1994 and 1998 updates with guidance addressing the issues and conditions of the 21st century. As with past updates, an extensive partner consultation was initiated in FY 2002 and the results will be used to ensure the 2003 Plan engenders wide support throughout the conservation community.
- The **Atlantic Coast Joint Venture** is working cooperatively with the Eastern Habitat Joint Venture in Canada and the six states, four provinces, and many partners in the Atlantic Northern Forest to assess the highest priorities for bird conservation in this area and develop an international partnership to effectively deliver conservation for all birds. Focus areas for conservation and priority conservation and research projects are being developed through cooperative workshops involving all partners. Initial results from the workshops and mapping efforts will be refined through species-habitat modeling, landscape-scale assessments of existing patterns of land ownership and management and refinement of bird population and habitat goals. These results will then be presented to major land owners and managers in the area including the forestry industry and utilized to design more effective conservation strategies.
- **The Upper Mississippi/Great Lakes Joint Venture** will continue support of mallard nesting studies in the Great Lakes states of Wisconsin, Michigan and Ohio. Nest site selection, nesting success, and brood survival information will be used to develop a Decision Support System (DSS) specifically for the Great Lakes landscape. The DSS will use GIS modeling technology to identify the landscapes where partners can most effectively target waterfowl conservation efforts based on sound science.
- The **Central Valley Habitat Joint Venture** will complete a much needed update of the



1990 JV Implementation Plan. Over the past 2 years, funds have been used to evaluate food availability and bird distribution in the Central Valley. The plan update will use this information to revise objectives for wintering and breeding waterfowl. The update will also include objectives for shorebirds, waterbirds, riparian and grassland song birds, and recreational enhancement. This plan is essential in guiding JV activities over the next 5 years.

Justification of Program Changes

Program/Element	2004 Budget Request	Program Changes (+/-)
NAWMP/Joint Ventures		
Sea Duck JV	548	+ 190
Atlantic Coast JV	794	+ 261
Lower Mississippi JV	737	+ 127
Upper Mississippi/Great Lakes JV	646	+ 262
Prairie Pothole JV	1,392	+ 80
Gulf Coast JV	696	+ 225
Playa Lakes JV	697	+ 309
Rainwater Basin JV	399	+ 106
Intermountain West JV	997	+ 503
Central Valley JV	548	+ 109
Pacific Coast JV	697	+ 299
San Francisco Bay JV	368	+ 85
Sonoran JV	399	+ 106
Arctic Goose JV	369	+ 147
Black Duck JV	369	+ 171
JV Administration	699	+ 3
General Program Activities	0	- 69
Total, NAWMP/Joint Ventures	10,355	+ 2,914
\$(000)	33	+ 2
FTE		

The FY 2004 budget request for the North American Waterfowl Management Plan and Joint Ventures is \$10,355,000 and 33 FTEs, a net increase of \$2,914,000 and 2 FTEs from the 2003 President's budget request level.

Joint Ventures (+\$3,000,000):

The President's budget request includes an increase of \$3,000,000 over the FY 2003 President's request of \$7,417,000 as part of the Cooperative Conservation Initiative.

The proposed increase will allow existing JVs to operate at a level that will achieve their long-term waterfowl population and habitat objectives, and evaluate current management activities. Following the direction of the 1998 update to the NAWMP, Joint Ventures have broadened their partnerships, especially with other bird conservation initiatives such as Partners in Flight, the U.S. Shorebird Conservation Plan, and the North American Waterbird Conservation Plan, thereby maximizing their conservation influence. JVs must have a minimum operational level of funding for planning, priority setting, habitat implementation, evaluation, and citizen outreach, and identify funding inputs necessary to achieve their established objectives. The Secretary's 4C's philosophy is at the very heart of Joint Venture development and operation. Each Joint Venture is formed and guided by a unique management board comprised of federal, state, and local conservation and community interests. The objectives and strategies for achieving the JV goal to conserve and restore waterfowl and other migratory birds through science-based habitat conservation are developed by the management boards to fit local and regional needs, resources, and priorities. The Service provides leadership in biological planning, coordination, communications, and assessment, and also serves on the management boards as an equal partner in habitat conservation.

The Secretary of the Interior is a signatory to NAWMP; and, while the Service subscribes to the population and habitat objectives of NAWMP, specific performance goals relating to the Plan have not been established. Joint Ventures are not solely managed or implemented through DOI, but represent dynamic partnerships having a strong DOI/Service presence and funding commitment. Joint Ventures will be linked to the new DOI draft Strategic Plan mission components of Resource Protection. Projects

will comply with the Service's legislative mandate to monitor and establish baseline information on migratory bird populations and maintain the health of migratory bird populations. With the proposed increase funding, the Service will be able to accelerate achievement of NAWMP and Service goals, emphasizing habitat conservation on both public and private lands.

Travel Reduction (-\$32,000)

The request includes a \$32,000 reduction for travel expenses to be accomplished by curtailing unnecessary travel and relocation costs, as well as increased teleconferencing and use of central meeting locations.

The Service employs approximately 8,000 permanent full time staff at approximately 700 field stations supported by seven regional offices and the Washington D.C. headquarters office. Many of the staff transfer from one field location to another or accept assignments at the Washington or regional offices to expand their professional experience or increase the level of responsibility in the organization. Service employees frequently travel to meetings such as professional association national, state, or local chapter quarterly and annual meetings. The Service recognizes that there is significant benefit to be obtained by having employees work at different locations and at increasing levels of responsibility. The proposed decrease will not eliminate the opportunity for relocating, but will increase the time between moves.

Direct, mission related travel and travel associated with training will not be impacted by the proposed reduction. The Service will carefully evaluate policies and procedures related to attendance at meetings and conferences and will institute policies to limit redundancy in attendance.

IT Reduction (-\$54,000)

The Department is undertaking significant information technology reforms to improve the management of IT investments, improve the security of systems and information, and realize short and long-term efficiencies and savings. The Department is taking a corporate approach that will include consolidated purchases of hardware and software, and the review of select IT functions including centralized help desks, email support, web services, centralized network management, and coordination of training. The Service estimates a savings of \$6.6 million by participating in these Departmental efforts.

In addition, the Service's request includes specific reductions of \$2 million for operational IT investments by centralizing management of geographic software, implementing desktop standards, and consolidating Service messaging platforms. The North American Waterfowl Management Plan/Joint Ventures share of this reduction of \$54,000 reflects the anticipated savings from these cost cutting measures and reforms.

Relationship of Program Changes to Performance Goals:

Each JV has a strategic implementation plan. The cumulative objectives of these plans are being organized under the new DOI draft Strategic Goal for Resource Protection- Biological Communities, [Intermediate Strategy - Creating Habitat Conditions for Biological Communities to Flourish]. New performance goals are being developed for the JVs that will reflect the annual progress made toward achieving the habitat objectives laid out in the JV implementation plans. The increase included in this budget request will enable JVs to fully engage their implementation plans and reach their targets within the planned time frame. Specific performance measures have not been established but will be finalized in FY 2003.

Workload Indicators -- NAWMP/Habitat Joint Venture Accomplishments

Joint Venture	Conservation Actions	Actual FY 2002 Accomp.	1986-2002 Cum. Accomp.	Estimate FY 2003	Estimate FY 2004
Atlantic Coast	Protect	10,080	660,960	50,000	70,000
	Restore	9,536	81,162	7,500	8,000
	Enhance	9,915	549,317	7,500	10,000
Central Valley	Protect	829	85,166	1,000	1,000
	Restore	5,177	67,698	10,000	12,000
	Enhance	73,300	518,637	80,000	80,000
Gulf Coast	Protect	2,029	355,760	7,500	7,500
	Restore	4,680	72,429	3,000	5,000
	Enhance	12,100	677,511	10,000	12,000
Intermountain West	Protect	1,071	23,598	8,000	10,000
	Restore	2,078	85,056	20,000	25,000
	Enhance	242	56,701	2,000	3,000
Lower Mississippi Valley	Protect	16,226	502,827	10,000	12,000
	Restore	50,626	318,661	20,000	30,000
	Enhance	13,508	277,621	20,000	15,000
Pacific Coast	Protect	50,884	176,938	20,000	30,000
	Restore	2,106	17,995	2,000	2,500
	Enhance	200	14,485	1,000	1,000
Playa Lakes	Protect	276	14,035	2,000	2,000
	Restore	2,606	14,873	1,000	4,000
	Enhance	10	15,810	1,000	4,000
Prairie Pothole	Protect	95,706	832,915	65,000	70,000
	Restore	213,533	522,066	50,000	60,000
	Enhance	87,423	826,440	20,000	25,000
Rainwater Basin	Protect	456	15,545	720	750
	Restore	375	6,749	700	1,000
	Enhance	420	3,568	800	1,000
San Francisco Bay	Protect	1,900	4,259	2,000	2,500
	Restore	1,500	4,970	1,400	2,500
	Enhance	1,200	3,472	500	500
Sonoran	Protect	600	3,044	500	1,000
	Restore	643	3,088	500	1,000
	Enhance	0	6,111	500	750
Upper Mississippi/ Great Lakes	Protect	63,345	191,039	20,000	30,000
	Restore	46,617	169,854	20,000	25,000
	Enhance	34,699	241,687	20,000	20,000

Accomplishments associated with these conservation actions are not additive; restoration and enhancement activities may occur on sites also categorized as protected.

Acres protected, restored, enhanced are based on estimates received from partners and are subject to change.

Black Duck, Sea Duck, and Arctic Goose JV are not included as their focus is knowledge improvement and not habitat improvement projects, i.e., acres.

Program Performance Summary

DOI Strategic Goal: Resource Protection - Outcome Goal: Sustain Biological Communities on DOI Managed and Influenced Lands and Waters in a Manner Consistent with Obligations Regarding the Allocation and use of Water						
DOI End Outcome Measure:	2001 Actual	2002 Plan	2002 Act	2003 Plan (as of 12/02)	2004 Plan	Change (2003 Plan to 2004 Plan)
Percent of species of management concern that are managed to self-sustaining levels, in cooperation with affected States and others, as defined in approved management plans	--	--	--	--	TBD	--
DOI Intermediate Strategy 2: <i>Manage populations to self sustaining levels for specific species</i>						
DOI Intermediate Outcome Measure/FWS Performance Measures	2001 Actual	2002 Plan	2002 Actual	2003 Plan (as of 12/02)	2004 Plan	Change (2003 Plan to 2004 Plan)
<i>Population enhancement or reintroduction:</i> % of populations of birds of management concern that are improved in status (Baseline under development)	--	--	--	2%	2%	--
% of common birds whose status is maintained or improved (Baseline under development)	--	--	--	2%	2%	--
# of overabundant populations for which actions are implemented to reduce negative impacts	--	--	--	2	3	+1
# of new populations for which Adaptive Harvest Management population models are developed	--	--	--	1	1	--
# of migratory birds of management concern with improved status	5	5	5	5	5	--
# of baseline monitoring programs initiated for migratory bird populations of management concern	4	4	4	4	4	--
<i>Population Enhancement of reintroduction:</i> # of core surveys conducted as designed to support the development of annual hunting seasons or other recreational uses for migratory birds of North America (Baseline under development)	8	8	8	8	8	---

DOI Intermediate Strategy 3: <i>Improve Information Base, Resource Management Practices and Technical Assistance</i>						
DOI Intermediate Outcome Measure/FWS Performance Measure	2001 Actual	2002 Plan	2002 Actual	2003 Plan (as of 12/02)	2004 Plan	Change (2003 Plan to 2004 Plan)
<i>Status and Trends:</i> # of migratory birds populations for which status and trend reports are completed or updated (Baseline under development)	--	--	--	10	3	-7
Supporting FWS Workload Measures:						
<i>Status and Trends:</i> # pilot surveys designed or implemented for waterbirds, shorebirds, or land birds	---	---	---	1	2	+1

MIGRATORY BIRD MANAGEMENT

# research initiatives designed to address limiting factors	---	---	---	2	1	-1
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DOI Strategic Goal: Resource Protection - Outcome Goal: Protect Cultural and Natural Heritage						
DOI End Outcome Measure: Cultural Resources: % of cultural properties and collections on DOI inventory in good or stable condition <i>(At this time this program is not contributing to this end outcome measure. The program is using this measure as a link to the Draft DOI Strategic Plan.)</i>						
DOI Intermediate Strategy: <i>Increase knowledge base of cultural and natural heritage resources managed or influenced by DOI</i>						
DOI Intermediate Outcome Measure:/ FWS Workload Measures	2001 Actual	2002 Plan	2002 Act	2003 Plan (as of 12/02)	2004 Plan	Change (2003 Plan to 2004 Plan)
<i>DOI Cultural and Natural Heritage Resources:</i> # of bald and golden eagle carcasses or parts deposited with the Eagle Repository	---	---	---	---	TBD	---
<i>DOI Cultural and Natural Heritage Resources:</i> # of Indian religious permit applications received annually	923		1,443	---	TBD	---

DOI Strategic Goal: Recreation - Outcome Goal: Ensure a quality experience and enjoyment of natural and cultural resources on DOI managed or partnered lands and waters						
DOI End Outcome Measure: Satisfaction with quality of experience (e.g., Goals Met: Sporting/Physical Experiences, Natural Experiences, Educational Experiences, Needs Met: Information, Facilities, Wait Time) <i>(At this time this program is not contributing to this end outcome measure. The program is using this measure as a link to the Draft DOI Strategic Plan.)</i>						
DOI Intermediate Strategy: <i>Enhance the Quality of Recreational Opportunities</i>						
DOI Intermediate Outcome Measure:/ FWS Performance Measures	2001 Actual	2002 Plan	2002 Actual	2003 Plan (as of 12/02)	2004 Plan	Change (2003 Plan to 2004 Plan)
# of species/populations authorized to be taken for sport hunting and falconry	40	40	40	40	40	--
# of species/populations authorized to be taken for subsistence hunting	---	---	---	---	TBD	---
Supporting FWS Workload/Activities/Outputs:						
# of miles flown for bird surveys	---	---	---	---	TBD	---
# of days hunted	---	---	15million	---	---	---
DOI Intermediate Strategy: <i>Provide Effective Interpretation and Education Programs</i>						
Supporting FWS Workload Measures						
<i>Facilitated Programs:</i> # interpretive and education venues held or supported	---	---	---	3	2	-1
# of International Migratory Bird Day posters distributed	---	---	41,600	52,400	45,000	-7,400

DOI Strategic Goal: Resource Protection - Outcome Goal: Improve Health of Watersheds, Landscapes, and Marine Resources that are DOI Managed or Influenced in a Manner Consistent with Obligations Regarding the Allocation and Use of Water						
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MIGRATORY BIRD MANAGEMENT

DOI End Outcome Measure: Land Health; Wetland, and Upland Areas: % of acres or stream/shoreline miles achieving desired conditions as specified in management plans consistent with applicable substantive and procedural requirements of State and Federal Water Law *(At this time this program is not contributing to this end outcome measure. The program is using this measure as a link to the Draft DOI Strategic Plan.)*

DOI Intermediate Strategy 1: Restore and maintain proper function to watersheds and landscapes

DOI Intermediate Outcome Measure:/FWS Performance Measures	2001 Actual	2002 Plan	2002 Act	2003 Plan (as of 12/02)	2004 Plan	Change (2003 Plan to 2004 Plan)
<i>Restoration:</i> Number acres conserved by the NWRS from 2001 baseline through MBHCS purchases.	---	---	---	---	TBD	---

Permits and Regulations

DOI Strategic Goal: Recreation – Outcome Goal: Sustain Biological Communities on DOI Managed and Influenced Lands and Waters in a Manner Consistent with Obligations Regarding the Allocation and Use of Water

DOI End Outcome Measure: % of species of management concern that are managed to self-sustaining levels, in cooperation with affected states and others, as defined in approved management plans *(At this time this program is not contributing to this end outcome measure. The program is using this measure as a link to the Draft DOI Strategic Plan.)*

DOI Intermediate Strategy: Manage populations to self-sustaining levels for specific species

DOI Intermediate Outcome Measure:/FWS Workload Measure	2001 Actual	2002 Plan	2002 Actual	2003 Plan (as of 12/02)	2004 Plan	Change (2003 Plan to 2004 Plan)
<i>Manage Harvests:</i> % of permits processed within established timelines	---	---	---	---	TBD	---

Junior Duck Stamp Program

DOI Strategic Goal: Recreation – Ensure a quality experience and enjoyment of natural and cultural resources on DOI Managed or Partnered Lands and Waters						
DOI End Outcome Measure: Satisfaction with quality of experience, (Goals met: Sporting/Physical Experiences, Natural Experiences, Educational Experiences, Needs Met, Information, Facilities, Wait Time)						
DOI Intermediate Outcome: <i>Provide effective interpretation and education programs</i>						
MBSP Long-term Goal: By 2008, the number of schools participating in the Junior Duck Program will be increased by 9 % from the 2001 baseline of 1,946 schools.						
MBSP Annual Performance Goal: By September 30, 2004, there will be a 1.8% increase in the number of schools (public and private) that will be participating in the Junior Duck program from the 2001 baseline of 1,946 schools.						
Performance Measures	2001 Actual	2002 Plan	2002 Actual	2003 Plan (as of 12/02)	2004 Plan	Change (2003 Plan to 2004 Plan)
Total number of public and private schools that participate in Jr. Duck	1,946 schools	---	1,964 schools	1,973 schools	1,981 schools	+8 schools

Notes:

- The Junior Duck Program has participating schools in all fifty states, the District of Columbia and the Territories. The number of schools includes all public and private institutions but does not include the home school programs. Informal estimates indicate that over 300,000 students participate in this program nation-wide, but firm numbers are not available.
- The Junior Duck program is run largely on the volunteer efforts of the teachers in the various schools around the country.

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